

# Michigan Civil Rights Summit

Wayne State University  
Campus  
Detroit, Michigan

*Reflecting on our past,  
preparing for our future.*

Hosted By



Convened By



March 27, 2006

# Summit Agenda

## COMMUNITY ARTS AUDITORIUM

**8:00am – 9:00am – Registration**

**Summit Moderators:**

*Rochelle Riley, Detroit Free Press Columnist*

*Frank H. Wu, Dean, Wayne State University Law School*

**9:00am – 9:15am – Welcome**

Commission Chair Mark J. Bernstein, Michigan Civil Rights Commission

Director Linda V. Parker, Michigan Department of Civil Rights

Harvey Hollins III, Vice-President of Government and Community Affairs, Wayne State University

**9:15am – 12:00pm – First Plenary**

**Status Quo: Segregation**

9:15 - 9:45am - Professor Thomas Sugrue: Sugrue will open the discussion with an overview of residential race segregation in Michigan, including references to the segregating effects of past governmental policies and other influences.

9:45 - 10:10am - Professor Sheryll Cashin: Cashin will examine how Michigan fits into the national picture of segregation and race. Cashin will also look at the costs of segregation and offer recommendations for creating meaningful and lasting integration.

10:10 - 10:45am - Question and Answer Session: Moderated by Detroit Free Press Columnist Rochelle Riley.

**10:45 - 11:00am - Break**

11:00 - 11:15am - Professor Myron Orfield: Orfield will discuss the outcome of his recent research on the suburbanization of African Americans in America. Orfield studied where and to what extent Black Americans are moving into suburbs where resources and opportunities are more plentiful than in central cities.

11:15 - 11:30am - Heaster Wheeler: Wheeler will use his experience as NAACP Detroit Branch executive director to inform on his discussion about what life looks like on a day-to-day basis in Michigan, with special emphasis on how Whites and Blacks remain very isolated from one another.

11:30am - 12:00pm - Question and Answer Session: Moderated by Detroit Free Press Columnist Rochelle Riley.

## STUDENT CENTER BALLROOM

**12:15pm – 1:30pm – Lunch / Second Plenary**

**Hate Crime**

12:15 - 12:40pm - Michael Lieberman: Will provide a national overview of hate crime in the United States, including a definition of hate crime, how hate group members are recruited and community responses to hate crime and bias incidents.

12:40 - 1:30pm - Panel Discussion: Panel Moderator Dan Elbaum, Regional Civil Rights Attorney, Chicago Anti-Defamation League (ADL), and panel members Dan Levy, Attorney and member, Michigan Alliance Against Hate Crime; Saul Green, Senior Counsel, Miller Canfield Paddock & Stone, PLC and former United States Attorney, Eastern District of Michigan; Alberto Flores, Director, Community Relations, Michigan Department of Civil Rights; and Beth Moranty, Inspector, Michigan State Police, will explore the causes for hate crime and the increases in the frequency and severity of hate crime and hate group activity. The panel will finally explore what Michigan can do to counteract this activity.

# Summit Agenda

## COMMUNITY ARTS AUDITORIUM

### 1:45pm – 3:00pm – Third Plenary

#### Affirmative Action-A Diversity Tool

1:45 - 2:05pm - Professor Scott Page: Page will address affirmative action and the value of diversity. Page will also offer a problem solving model to quantify the results of diversity in support of his findings that collective diversity is as important as our individual ability.

2:05 - 2:15pm - Anne Doyle: Doyle will provide an overview of the findings of two reports: The “Status of Women 2004 Report” and the “Political Participation 2005 Michigan Women's Leadership Index: Women Beyond The Glass Ceiling in Michigan's Top 100 Public Companies.”

2:15 - 2:25pm - Professor Kimberlé Crenshaw: Crenshaw will discuss lessons learned in states where affirmative action programs have been eliminated.

2:25 - 3:15pm - Question and Answer Session: Panel Moderator Darci McConnell, McConnell Communications, will lead the panel through a discussion on the quantitative results that can be achieved from diversity, the status of women in Michigan and lessons learned from affirmative action case studies.

### 3:15pm – 3:30pm – Introductions / Remarks by Governor Jennifer M. Granholm

Michigan Civil Rights Commission Chair Mark J. Bernstein

Wayne State University President Dr. Irvin D. Reid

Governor Jennifer M. Granholm

### 3:30pm – 4:30pm – Final Plenary

#### “Call to Action”

The day ends with a final discussion on each of the three topics, concluding with a vote to prioritize a list of recommendations for state and local policymakers, faith and community based organizations, the Civil Rights Commission and others. Moderators will be Columnist Rochelle Riley and Dean Frank Wu.

## MCGREGOR MEMORIAL CONFERENCE CENTER

### 4:30 – 6:30pm – Reception

Please join us for networking and debriefing conversation!

## Bios



**Sheryll Cashin:** A Professor of Law at Georgetown University, Cashin teaches Constitutional Law, Local Government Law, and Property among other subjects. Her new book, The Failures of Integration: How Race and Class are Undermining the American Dream (Public Affairs, 2004), received critical praise in The New York Times Book Review and The Chicago Tribune among other publications. Cashin has published widely in academic journals and written commentaries for several periodicals, including the L.A. Times, Washington Post, and Education Week.

Professor Cashin worked in the Clinton Administration as an advisor on urban and economic policy, particularly concerning community development in inner-city neighborhoods. She was law clerk to U.S. Supreme Court Justice Thurgood Marshall and Judge Abner Mikva of the U.S. Court of Appeals for the District of Columbia Circuit. She graduated summa cum laude from Vanderbilt University in 1984, with a bachelor's degree in electrical engineering. As a Marshall Scholar, she went on to receive a masters in English Law, with honors, from Oxford University in 1986, and a J.D., with honors, from Harvard Law School, in 1989, where she was a member of the Harvard Law Review. Cashin was born and raised in Huntsville, Alabama, where her parents were political activists.



**Kimberlé Crenshaw:** A Professor of Law at UCLA and at Columbia Law School, Crenshaw has written in the areas of civil rights, Black feminist legal theory, and race, racism and the law. Her articles have appeared in the Harvard Law Review, National Black Law Journal, Stanford Law Review and Southern California Law Review. She is the founding coordinator of the Critical Race Theory Workshop, and co-editor of a volume, Critical Race Theory: Key Documents That Shaped the Movement.

Professor Crenshaw has lectured widely, both nationally and internationally on race matters; addressing audiences throughout Europe, Africa and South America. A specialist on race and gender equality, she has facilitated workshops for Civil Rights activists in Brazil and constitutional court judges in South Africa. Her work on race and gender was influential in the drafting of the equality clause in the South African Constitution. In 2001, she authored the background paper on Race and Gender Discrimination for the United Nation's World Conference on Racism, served as the Rapporteur for the Expert Group on Race and Gender, and coordinated the NGO forum to facilitate the inclusion of gender in the WCAR Conference Declaration. In the domestic arena, she has served as a member of the National Science Foundation's committee to research violence against women, and assisted the legal team representing Anita Hill. In 1996, she co-founded the African-American Policy Forum to highlight the centrality of gender in racial justice discourses. She is an ACLU Ira Glasser Racial Justice Fellow for 2005-2007.

## Bios

**Anne Doyle:** As Executive Strategy Business and Communications Consultant, Coach and Speaker, Anne Doyle has been on the pioneering front lines of expanding opportunities for women for nearly three decades. As a TV news broadcaster, Ms. Doyle was one of the first women sports reporters in the country to gain access - and open the doors for other women to professional and college sports locker rooms. She then earned her stripes in the business world with Ford Motor Company, where she moved through the ranks to be named Director of Communications for Ford's U.S., Canada and Mexico operations. Ms. Doyle played a key role in the handling of the Firestone/Explorer business crisis, and was named by Automotive News, in 2000, to its first ever list of the "100 Most Influential Women in the North American Auto Industry." Today, Ms. Doyle continues to be a strong voice for women. Her handling of the communications strategy for the 2003 and 2005 Michigan Women's Leadership Index and the 2004 Status of Women in Michigan earned the research front page headlines all over Michigan and national and international visibility. A graduate of the University of Michigan and advanced work at Northwestern University, Harvard Business School and Duke's Sloan School of Management, Ms. Doyle is encouraging diverse thinking in her 14-year old son, whom she recently took on a 15-day trip to China.



**Jennifer M. Granholm:** was elected the 47th governor of the State of Michigan in November 2002. Since taking office, Governor Granholm has demonstrated a consistent dedication to civil rights issues and developing social and economic opportunities for everyone in the state, beginning with her campaign platform of "One Michigan."

Governor Granholm began her career in public service as a clerk for U.S. Judge Damon Keith, on the 6th Circuit Court of Appeals. She considers Judge Keith a mentor to this day. In 1990, Governor Granholm became a federal prosecutor in Detroit, and was appointed Wayne County Corporation Counsel. In this role, she worked to reduce taxpayer-funded lawsuit payouts by 87 percent.

Elected Michigan's first female Attorney General in 1998, she continued her fight to protect Michigan's citizens and consumers. As Attorney General she established the state's first High Tech Crime Unit to prosecute Internet crimes. Following the September 11th attacks on the United States, she led a multi-agency effort to ensure that Michigan laws could effectively be used to fight terrorism at the state level. In the wake of the attacks, she also cracked down on gas stations gouging consumers at the pump. As Attorney General, she also started a successful statewide mentoring initiative.

Born in Vancouver, British Columbia, Governor Granholm is an honors graduate of both the University of California at Berkeley and Harvard Law School. She serves as Vice Chair of the Democratic Governors Association and Chair of the National Governor's Association Health and Human Services Committee. She and the First Gentleman, Daniel G. Mulhern, have three children.

## Bios

**Michael Lieberman:** The Washington Counsel for the Anti-Defamation League since January 1989, Mr. Lieberman also serves as Director of the League's Civil Rights Policy Planning Center. One of three registered lobbyists in Washington for the ADL, Mr. Lieberman helps coordinate the ADL's involvement in legislative initiatives before Congress and helps to develop and implement ADL policy positions on a wide range of domestic and international affairs. He previously served as the ADL's Midwest Civil Rights Director in Chicago. Before coming to work for ADL in September of 1982, Mr. Lieberman served as Legislative Assistant and Counsel in Washington to former Representative Dan Glickman, who served as the Secretary of Agriculture in the Clinton Administration. He also worked for former Representative Tony Hall (D-OH).

Mr. Lieberman received his B.A. from the University of Michigan where he majored in Judaic Studies and International Relations. He received his law degree from Duke University where he served as a member of the Duke Law Journal, and Editor-in-Chief of the Duke International and Comparative Law Institute. Mr. Lieberman is the League's point person on federal response to bias-motivated crimes. He has testified on hate crime issues before Congress and before a number of state legislative bodies. He has participated in a number of academic and law enforcement training seminars on hate violence and has written on the issue for a number of criminal justice and civil rights publications.



**Professor Myron Orfield:** The Fesler-Lampert Chair in Urban and Regional Affairs 2005-2006, and the Executive Director of the Institute on Race and Poverty, Professor Orfield is also a non-resident senior fellow at the Brookings Institution in Washington, D.C., in addition to being an Associate Professor of Law. Professor Orfield graduated summa cum laude from the University of Minnesota, was a graduate student at Princeton University, and has a J.D. from the University of Chicago, where he was a member of the law review. After working as an associate at Faegre & Benson in Minneapolis, Professor Orfield was appointed an Assistant Attorney General of Minnesota in the Solicitor General's Division.

In 1990, Professor Orfield was elected to the Minnesota House of Representatives, where he served five terms and to the Minnesota Senate in 2000, where he served one term. There he was the architect of a series of important changes in land use, fair housing, and school and local government aid programs. His first book, Metropolitics: A Regional Agenda for Community and Stability (Brookings 1997), a study of local government structure and demographic, relates to these efforts. For the past ten years, Professor Orfield has been president of a nationally respected regional research organization undertaking studies involving the legal, demographic and land use profiles of various American metropolitan areas. His second book, American Metropolitics: The New Suburban Reality (Brookings 2002), is a compilation of his work involving the nation's twenty-five largest regions.

## Bios



**Scott E. Page:** A professor of Complex Systems, Political Science, and Economics at the University of Michigan, Professor Page's work ranges across an impressive variety of topics including terrorism. He is a subject matter expert for the U.S. Department of Homeland Security and was the principal investigator on a National Science Foundation grant to study the effects of sprawl on ecosystems; and diversity. His research on diversity has been well received both inside and outside of the academy. Professor Page has given talks on his diversity research at Ford, Pioneer, Motorola, Credit Suisse, Legg Mason, the National Institutes of Health, and to various government contractors and agencies.

Professor Page is currently finishing two books, one focuses on the benefits of diversity and the other, co-authored with John Miller, on complex social systems. Both will be published by Princeton University Press in fall 2006. Professor Page, who grew up in Yankee Springs, Michigan, is a 1985 graduate of the University of Michigan (B.A., Mathematics) and holds a Ph.D. in Business from Northwestern University.



**Thomas J. Sugrue:** is the Edmund J. and Louise W. Kahn Professor of History And Sociology at the University of Pennsylvania. He is a native Detroitier who was educated at Columbia, King's College-Cambridge, and Harvard, where he earned his Ph.D. in 1992. He has also been a Research Fellow at the Brookings Institution.

Sugrue is best known for his book The Origins of the Urban Crisis: Race and Inequality in Postwar Detroit, which won several prizes and awards, including in 2005, when Princeton University Press selected The Origins of the Urban Crisis as one of its 100 most influential books of the past one hundred years and published a new edition as a Princeton Classic.

Sugrue is co-editor of W.E.B Dubois, Race, and the City; and most recently, The New Suburban History. Sugrue has also published over 30 scholarly articles. His essays and reviews have also appeared in The Nation, Dissent, Washington Post, Chicago Tribune, Detroit Free Press, and Philadelphia Inquirer. Outside the classroom, Sugrue combines scholarly research and civic engagement. He served as an expert for the University of Michigan in the two federal lawsuits concerning affirmative action in its undergraduate and law school admissions, decided by the Supreme Court in 2003.

## Bios



**Heaster Wheeler:** Since 1999, Wheeler has served as the Executive Director of the Detroit Branch National Association for the Advancement of Colored People (NAACP). In this position, he continues to tackle major issues, including: regressive juvenile laws, driving while black, racial profiling, voting rights, voter intimidation, prison expansion, predatory lending, auto insurance redlining, criminal justice concerns and Black business expansion.

Before serving in this capacity, Wheeler served the public in several positions, including as a firefighter with the City of Detroit's Fire Department and as Deputy Director of Communications for Curtis Hertel, former Speaker of the Michigan House of Representatives.

During the 2000 elections, Mr. Wheeler served on the executive committee of "All Kids First," a Michigan campaign to defeat school vouchers. This effort resulted in a 4 to 1 victory for Detroit citizens and 2 to 1 ratio statewide. He also provides very focused leadership in collaboration with the Michigan Legislative Black Caucus and NAACP leaders from around Michigan. Freedom fighting and the protection of civil rights is the cornerstone of his life's commitment.

Family is important to Mr. Wheeler, and he is married to Jennifer and has three children, Khari, Jeneva and Jeremiah, and two grandchildren Kaylin and Khari II. He graduated from Detroit Public Schools (Northwestern High) and is currently completing his Bachelor's Degree. He attended Clark Atlanta University, Wayne County Community College and Wayne State University. He has received extensive training in public speaking, public relations, public policy management and political campaign planning. He is a member of Fellowship Chapel Church.

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# Michigan Civil Rights Summit

## Civil Rights Champions

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Law Offices of Sam Bernstein



MotorCity Casino



Wayne State University



## Civil Rights Advocates

Anti-Defamation League



International Union, UAW



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## Civil Rights Partners

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*Convened by the Michigan Civil Rights Commission*



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**Tina Abbott:** *Secretary-Treasurer, Michigan AFL-CIO*  
**Ismael Ahmed:** *Executive Director, Arab Community Center for Economic and Social Services (ACCESS)*  
**Mark Bernstein:** *Michigan Civil Rights Commission Chair*  
**Eva Dewaelsche:** *President, SER Metro-Detroit*  
**Jean Doss:** *Governmental Consultant, J. M. Doss, LLC*  
**Ying Gee:** *International Representative, International Union UAW*  
**Karen Gibbs:** *General Counsel, National Bar Association*  
**Deborah Greene:** *Coordinator of Executive Communications, University of Michigan-Ann Arbor*  
**Saul Green:** *Senior Counsel, Miller Canfield Paddock & Stone, PLLC*  
**Victor Green:** *Director of Community Affairs, Wayne State University*  
**Korey Hall:** *Public Policy Outreach Specialist, Detroit NAACP*  
**Imad Hamad:** *ADC-MI Regional Director, American-Arab Anti-Discrimination Committee of MI*  
**Ponsella Hardaway:** *Director, Metropolitan Organizing Strategy Enabling Strength (M.O.S.E.S.)*  
**Paul Hillegonds:** *Senior VP, Corporate Affairs and Communications, DTE Energy Corporate Headquarters*  
**Brandon Jessup:** *Youth and College Division President, NAACP-Michigan State Conference*  
**Judy Karandjeff:** *Executive Director, Michigan Women's Commission*  
**Betsy Kellman:** *Regional Director, Anti-Defamation League (ADL)*  
**Dan Krichbaum:** *Executive Director, National Conference for Community and Justice (NCCJ)*  
**Maryann Lee:** *Executive Director, NAACP-Michigan State Conference*  
**Judith Levy:** *Assistant U.S. Attorney, Eastern District of Michigan*  
**Darci McConnell:** *Owner, McConnell Communications, Inc.*  
**Jeff Montgomery:** *Executive Director, Triangle Foundation*  
**Kary Moss:** *Executive Director, American Civil Liberties Union of Michigan (ACLU-MI)*  
**Tom Mutchler:** *Assistant Director, International Union, UAW, Civil Rights Department*  
**Linda V. Parker:** *Director, Michigan Department of Civil Rights*  
**Melissa Pope:** *Chair, American Indian Law Section, State Bar of Michigan*  
**Noel Saleh:** *Staff Attorney, American Civil Liberties Union of Michigan (ACLU-MI)*  
**Cliff Schrapp:** *Director, Fair Housing Center of Metro Detroit*  
**Kelvin Scott:** *Michigan Civil Rights Commission Secretary*  
**Larry Smith:** *Director, International Union UAW, Civil Rights Department*  
**Shirley Stancato:** *President, New Detroit Inc.*  
**Trisha Stein:** *Executive Director, One United Michigan*  
**Ruthie M. Stevenson:** *Branch President, Macomb County NAACP*  
**Reginald M. Turner:** *President, National Bar Association*  
**Pamela Thompson:** *Executive Assistant U.S. Attorney, U.S. Attorney's Office Eastern District*  
**Phyllis Vroom:** *Dean, Wayne State University School of Social Work*  
**Sebastian R. Wade:** *Senior Director, Regional Affairs, Detroit Regional Chamber*  
**Heaster Wheeler:** *Executive Director, Detroit Branch NAACP*  
**Yvonne White:** *President, NAACP Michigan State Conference*  
**H. Sook Wilkinson:** *Chair, Governor's Advisory Council on Asian Pacific American Affairs*  
**Frank Wu:** *Dean, Wayne State University Law School*

*Convened by the Michigan Civil Rights Commission*



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Civil Rights Commission

For more information on the  
Michigan Civil Rights Commission

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The Michigan Department of Civil Rights  
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